



RULES AGENDA:
ITEM:

Memorandum

TO: RULES AND OPEN
GOVERNMENT

FROM: COUNCILMEMBERS
NANCY PYLE
ROSE HERRERA

SUBJECT: RETENTION EFFORTS
OF SENIOR MANAGEMENT AT
THE CITY OF SAN JOSE

DATE: August 18, 2011

Approved

Rm H Nancy Pyle (KS) Date *8/18/11*

RECOMMENDATION

Direct the City Manager and the other Council Appointees through an info memo to provide Council with an assessment of the retention efforts directed towards senior management staff and the impact of staffing changes on communication with council offices. This information should be presented in an Information Memo by September 14, 2011.

The following should be included:

- Per Department, a summary of Deputy Director positions and above, or the equivalent in the case of Public Safety, and the City Attorney Office who chose to separate from the City of San Jose since January of 2009
- Area of expertise and/or focus of the position mentioned above
- Years of service the former employee had with the City of San Jose based upon the following categories: 0-5, 5-10, 10-15, 15+
- Reason for the separation if known. For example - retirement, lateral employment with other organization, promotion with other organizations, relocation
- How changes to total compensation including salary and retirement affect our ability to retain and attract top quality employees for these positions
- Any other concerns affecting the ability to attract successors with the expertise needed to fill these key positions

In addition the City Manager should consider how to best support the new staff in these positions and encourage the development of positive working relationships with Council Offices and other key stakeholders.

BACKGROUND

There is the perception that we are experiencing an unprecedented number of Senior Management employees choosing to separate from the City of San Jose. Our long standing relationships with these staff members are critical to informing the decisions we make as Councilmembers.